

Pursuant to Section 238 of the P.L. 246-2005, the Department of Child Services is required to submit to the legislative council and the health finance commission a report that contains statistics concerning the educational levels and salaries of child welfare and protection caseworkers and child welfare and protection caseworker supervisors.

I. Educational Levels of Child Welfare and Protection Caseworkers and Supervisors

As a result of P.L. 234 Sec. 96, the Department of Child Services is required to have sufficiently qualified and trained child welfare and protection caseworkers. To respond to that requirement the Department has raised the minimum educational requirement for incoming caseworkers from a high school diploma to a bachelor degree. Currently, over 76% of the caseworkers in the state have a bachelor degree. In several small counties 100% of the caseworkers have bachelor degrees. Exhibit 1 details the educational levels of the caseworkers across the state and Exhibit 2 details the educational levels of the caseworkers by county.

The minimum educational requirements for a child welfare and protection caseworker supervisor is a bachelor degree in Child Development, Education, Healthcare, Psychology, Guidance and Counseling, Social Work, Sociology, Criminology or related area or a master degree in Social Work from an accredited university or college. Currently, over 77% of the supervisors in the state have a bachelor degree and over 16% have master degrees. 40% of the supervisors with master degrees majored in Social Work. In several small counties 100% of the supervisors have master degrees. Exhibit 3 details the educational levels of the supervisors across the state and Exhibit 4 details the educational levels of the supervisors by county.

II. Salary Levels of Child Welfare and Protection Caseworkers and Supervisors

Newly hired child welfare and protection caseworkers are initially classified as Family Case Manager 3. This position is paid \$28,600 annually. Once the individuals successfully complete the Child Welfare Training Institute, they are reclassified as a Family Case Manager 2, which is paid \$32,084 annually. Currently, the average salary of a child welfare or protection caseworker across the state is \$34,264.56. Child welfare and protection caseworkers in Parke County had the highest average salary and Warren County caseworkers had the lowest average salary among all the caseworkers in the state. Exhibit 5 details average child welfare and protection caseworkers' salary by county.

The minimum salary for a child welfare or protection caseworker supervisor is \$36,634. Currently, the average salary of a supervisor across the state is \$40,420.18. The average salary for supervisors in Pike County was \$5,000 above the state average and is the highest average salary of any county in the state. In contrast, Putnam County which has the lowest average salary in the state among all the supervisors is \$7,000 less than the state average for supervisors. Exhibit 6 details average child welfare and protection supervisors' salary by county.

Exhibit 1: Degree Levels of the Caseworkers Across the State

Degree	# of Caseworkers	% of Total
ASSOCIATE DEGREE	28	3.05%
BACHELOR	698	76.12%
DOCTORATE	2	0.22%
High School Diploma	17	1.85%
MASTER	131	14.29%
PARTIAL COLLEGE	41	4.47%
TOTAL	917	

Exhibit 2: Degree Levels of the Caseworkers By County

County	Degree	# of Caseworkers/ Degree/County	% of County Total
Adams	BACHELOR	1	33.33%
	MASTER	2	66.67%
Allen	BACHELOR	46	95.83%
	MASTER	2	4.17%
Bartholomew	BACHELOR	9	90.00%
	PARTIAL COLLEGE	1	10.00%
Benton	MASTER	1	100.00%
Blackford	BACHELOR	2	100.00%
Boone	BACHELOR	4	66.67%
	MASTER	1	16.67%
	PARTIAL COLLEGE	1	16.67%
Brown	BACHELOR	1	50.00%
	HIGH SCHOOL		
	DIPLOMA	1	50.00%
Carroll	BACHELOR	1	50.00%
	PARTIAL COLLEGE	1	50.00%
Cass	BACHELOR	4	100.00%
Clark	BACHELOR	16	88.89%
	MASTER	2	11.11%
Clay	BACHELOR	2	66.67%
	MASTER	1	33.33%
Clinton	BACHELOR	6	100.00%
Crawford	BACHELOR	4	80.00%
	PARTIAL COLLEGE	1	20.00%
Daviess	BACHELOR	4	100.00%
Dearborn	BACHELOR	5	71.43%
	MASTER	2	28.57%
Decatur	BACHELOR	4	80.00%
	PARTIAL COLLEGE	1	20.00%
DeKalb	BACHELOR	6	85.71%
	MASTER	1	14.29%
Delaware	ASSOCIATE DEGREE	1	3.70%
	BACHELOR	16	59.26%
	HIGH SCHOOL		
	DIPLOMA	1	3.70%
	MASTER	7	25.93%
DuBois	PARTIAL COLLEGE	2	7.41%
	BACHELOR	3	60.00%
	MASTER	2	40.00%
Elkhart	ASSOCIATE DEGREE	1	4.17%
	BACHELOR	15	62.50%
	DOCTORATE	1	4.17%
	HIGH SCHOOL		
	DIPLOMA	2	8.33%
	MASTER	4	16.67%
	PARTIAL COLLEGE	1	4.17%

County	Degree	# of Caseworkers/ Degree/County	% of County Total
Fayette	BACHELOR	5	83.33%
	HIGH SCHOOL		
	DIPLOMA	1	16.67%
Floyd	ASSOCIATE DEGREE	1	14.29%
	BACHELOR	4	57.14%
	MASTER	2	28.57%
Fountain	BACHELOR	1	50.00%
	HIGH SCHOOL		
	DIPLOMA	1	50.00%
Franklin	BACHELOR	2	100.00%
Fulton	BACHELOR	3	75.00%
	MASTER	1	25.00%
Gibson	BACHELOR	6	85.71%
	MASTER	1	14.29%
Grant	ASSOCIATE DEGREE	1	9.09%
	BACHELOR	7	63.64%
	HIGH SCHOOL		
	DIPLOMA	1	9.09%
	MASTER	2	18.18%
Greene	ASSOCIATE DEGREE	2	33.33%
	BACHELOR	4	66.67%
Hamilton	BACHELOR	4	80.00%
	MASTER	1	20.00%
Hancock	BACHELOR	1	33.33%
	MASTER	2	66.67%
Harrison	BACHELOR	4	66.67%
	MASTER	1	16.67%
	PARTIAL COLLEGE	1	16.67%
Hendricks	BACHELOR	4	66.67%
	MASTER	1	16.67%
	PARTIAL COLLEGE	1	16.67%
Henry	BACHELOR	8	100.00%
Howard	BACHELOR	7	77.78%
	PARTIAL COLLEGE	2	22.22%
Huntington	BACHELOR	3	75.00%
	MASTER	1	25.00%
Jackson	BACHELOR	5	62.50%
	HIGH SCHOOL		
	DIPLOMA	1	12.50%
	MASTER	2	25.00%
Jasper	BACHELOR	2	66.67%
	MASTER	1	33.33%
Jay	BACHELOR	1	50.00%
	MASTER	1	50.00%
Jefferson	ASSOCIATE DEGREE	1	10.00%
	BACHELOR	8	80.00%
	PARTIAL COLLEGE	1	10.00%
Jennings	ASSOCIATE DEGREE	1	12.50%
	BACHELOR	7	87.50%

County	Degree	# of Caseworkers/ Degree/County	% of County Total
Johnson	BACHELOR	8	72.73%
	MASTER	2	18.18%
	PARTIAL COLLEGE	1	9.09%
Knox	ASSOCIATE DEGREE	1	16.67%
	BACHELOR	5	83.33%
Kosciusko	BACHELOR	4	66.67%
	MASTER	2	33.33%
LaGrange	ASSOCIATE DEGREE	1	25.00%
	BACHELOR	1	25.00%
	MASTER	1	25.00%
	PARTIAL COLLEGE	1	25.00%
Lake	ASSOCIATE DEGREE	1	1.03%
	BACHELOR	70	72.16%
	HIGH SCHOOL		
	DIPLOMA	3	3.09%
	MASTER	16	16.49%
	PARTIAL COLLEGE	7	7.22%
Laporte	BACHELOR	11	84.62%
	MASTER	2	15.38%
Lawrence	BACHELOR	8	100.00%
Madison	BACHELOR	16	84.21%
	DOCTORATE	1	5.26%
	PARTIAL COLLEGE	2	10.53%
Marion	ASSOCIATE DEGREE	5	2.91%
	BACHELOR	130	75.58%
	HIGH SCHOOL		
	DIPLOMA	2	1.16%
	MASTER	29	16.86%
	PARTIAL COLLEGE	6	3.49%
Marshall	BACHELOR	6	100.00%
Martin	MASTER	2	100.00%
Miami	BACHELOR	4	80.00%
	MASTER	1	20.00%
Monroe	BACHELOR	13	81.25%
	MASTER	3	18.75%
Montgomery	BACHELOR	7	87.50%
	HIGH SCHOOL		
	DIPLOMA	1	12.50%
Morgan	BACHELOR	7	77.78%
	HIGH SCHOOL		
	DIPLOMA	1	11.11%
	MASTER	1	11.11%
Newton	PARTIAL COLLEGE	1	100.00%
Noble	BACHELOR	4	80.00%
	MASTER	1	20.00%
Ohio	BACHELOR	4	66.67%
	MASTER	2	33.33%
Orange	ASSOCIATE DEGREE	1	33.33%
	BACHELOR	2	66.67%
Owen	BACHELOR	4	100.00%
Parke	BACHELOR	2	100.00%

County	Degree	# of Caseworkers/ Degree/County	% of County Total
Perry	BACHELOR	3	75.00%
	MASTER	1	25.00%
Pike	ASSOCIATE DEGREE	1	25.00%
	BACHELOR	3	75.00%
Porter	ASSOCIATE DEGREE	1	9.09%
	BACHELOR	9	81.82%
	MASTER	1	9.09%
Posey	BACHELOR	2	100.00%
Pulaski	PARTIAL COLLEGE	2	100.00%
Putnam	BACHELOR	5	100.00%
Randolph	BACHELOR	3	100.00%
Ripley	BACHELOR	5	83.33%
	PARTIAL COLLEGE	1	16.67%
Rush	ASSOCIATE DEGREE	1	33.33%
	BACHELOR	2	66.67%
Saint Joseph	ASSOCIATE DEGREE	1	3.03%
	BACHELOR	21	63.64%
	HIGH SCHOOL DIPLOMA	1	3.03%
	MASTER	8	24.24%
	PARTIAL COLLEGE	2	6.06%
	BACHELOR	6	85.71%
	MASTER	1	14.29%
Shelby	BACHELOR	5	83.33%
	MASTER	1	16.67%
Spencer	BACHELOR	2	100.00%
Starke	BACHELOR	2	66.67%
Starke	PARTIAL COLLEGE	1	33.33%
Steuben	BACHELOR	5	71.43%
	MASTER	2	28.57%
Sullivan	BACHELOR	3	75.00%
	MASTER	1	25.00%
Switzerland	ASSOCIATE DEGREE	1	11.11%
	BACHELOR	7	77.78%
	PARTIAL COLLEGE	1	11.11%
Tippecanoe	BACHELOR	17	85.00%
	MASTER	3	15.00%
Tipton	ASSOCIATE DEGREE	1	50.00%
	BACHELOR	1	50.00%
Union	ASSOCIATE DEGREE	1	50.00%
	PARTIAL COLLEGE	1	50.00%
Vanderburgh	BACHELOR	16	72.73%
	MASTER	6	27.27%
Vermillion	BACHELOR	3	100.00%
Vigo	BACHELOR	14	82.35%
	MASTER	3	17.65%
Wabash	BACHELOR	5	83.33%
	MASTER	1	16.67%

County	Degree	# of Caseworkers/ Degree/County	% of County Total
Warren	ASSOCIATE DEGREE	1	50.00%
	BACHELOR	1	50.00%
Warrick	BACHELOR	6	100.00%
Washington	ASSOCIATE DEGREE	1	33.33%
	BACHELOR	2	66.67%
Wayne	ASSOCIATE DEGREE	1	12.50%
	BACHELOR	6	75.00%
	HIGH SCHOOL DIPLOMA	1	12.50%
	ASSOCIATE DEGREE	1	33.33%
Wells	BACHELOR	1	33.33%
	PARTIAL COLLEGE	1	33.33%
	BACHELOR	2	100.00%
White	BACHELOR	2	100.00%
Whitley	PARTIAL COLLEGE	1	100.00%

Exhibit 3: Degree Levels of the Supervisors Across the State

Degree	# of Supervisors	% of Total
ASSOCIATE DEGREE	2	1.21%
BACHELOR	128	77.58%
DOCTORATE	1	0.61%
HIGH SCHOOL DIPLOMA	2	1.21%
MASTER	27	16.36%
PARTIAL COLLEGE	5	3.03%
TOTAL	165	

Exhibit 4: Degree Levels of the Supervisors By County

County	Degree	# of Supervisors/ Degree/County	# of Supervisors/ Degree/County	% of County Total
Adams	BACHELOR	1	1	100%
Allen	BACHELOR	7	7	100%
Bartholomew	BACHELOR	1	1	100%
Carroll	MASTER	1	1	100%
Cass	BACHELOR	1	1	100%
Clark	BACHELOR	1	2	50%
	MASTER	1	2	50%
Clay	BACHELOR	1	1	100%
Clinton	MASTER	1	1	100%
Crawford	BACHELOR	1	1	100%
Daviess	BACHELOR	1	1	100%
Dearborn	BACHELOR	1	1	100%
Decatur	BACHELOR	1	1	100%
DeKalb	BACHELOR	1	1	100%
Delaware	BACHELOR	3	3	100%
DuBois	BACHELOR	1	1	100%
Elkhart	BACHELOR	1	1	100%
Fayette	BACHELOR	1	1	100%
Floyd	BACHELOR	1	1	100%
Fountain	BACHELOR	1	1	100%
Fulton	BACHELOR	1	1	100%
Gibson	MASTER	1	1	100%
Grant	BACHELOR	2	2	100%
Greene	BACHELOR	1	1	100%
Hancock	BACHELOR	1	1	100%
Harrison	BACHELOR	1	1	100%
Hendricks	BACHELOR	1	1	100%
Henry	BACHELOR	1	1	100%
Howard	BACHELOR	2	2	100%
Huntington	BACHELOR	1	1	100%
Jackson	MASTER	1	1	100%
Jasper	MASTER	1	1	100%
Jay	MASTER	1	1	100%
Jefferson	BACHELOR	1	1	100%
Jennings	BACHELOR	1	1	100%
Johnson	BACHELOR	1	1	100%
Knox	BACHELOR	1	1	100%
LaGrange	BACHELOR	1	1	100%
	ASSOCIATE			
Lake	DEGREE	2	30	7%
	BACHELOR	19	30	63%
	HIGH SCHOOL			
	DIPLOMA	2	30	7%
	MASTER	5	30	17%
	PARTIAL COLLEGE	2	30	7%
Laporte	BACHELOR	4	4	100%
Lawrence	BACHELOR	1	1	100%
Madison	BACHELOR	3	3	100%

County	Degree	# of Supervisors/ Degree/County	# of Supervisors/ Degree/County	% of County Total
Marion	BACHELOR	20	28	71%
	DOCTORATE	1	28	4%
	MASTER	6	28	21%
	PARTIAL COLLEGE	1	28	4%
Marshall	BACHELOR	1	1	100%
Martin	BACHELOR	1	1	100%
Miami	BACHELOR	1	1	100%
Monroe	BACHELOR	3	3	100%
Montgomery	MASTER	1	1	100%
Morgan	BACHELOR	1	1	100%
Newton	MASTER	1	1	100%
Ohio	BACHELOR	1	1	100%
Orange	PARTIAL COLLEGE	1	1	100%
Perry	PARTIAL COLLEGE	1	1	100%
Pike	BACHELOR	1	1	100%
Porter	BACHELOR	2	2	100%
Pulaski	BACHELOR	1	1	100%
Putnam	BACHELOR	1	1	100%
Randolph	MASTER	1	1	100%
Ripley	BACHELOR	1	1	100%
Rush	BACHELOR	2	2	100%
Saint Joseph	BACHELOR	4	5	80%
	MASTER	1	5	20%
Shelby	MASTER	1	1	100%
Starke	BACHELOR	1	1	100%
Steuben	MASTER	1	1	100%
Sullivan	BACHELOR	1	1	100%
Switzerland	BACHELOR	1	1	100%
Tippecanoe	BACHELOR	2	2	100%
Vanderburgh	BACHELOR	6	7	86%
	MASTER	1	7	14%
Vigo	BACHELOR	2	3	67%
	MASTER	1	3	33%
Warren	BACHELOR	1	1	100%
Warrick	BACHELOR	1	1	100%
Wayne	BACHELOR	3	4	75%
	MASTER	1	4	25%
Wells	BACHELOR	1	1	100%
Whitley	BACHELOR	1	1	100%

Exhibit 5: Average Salary of the Caseworkers By County

County	Average Salary	# of Caseworkers
Parke	\$39,087.75	2
Newton	\$38,746.50	1
Spencer	\$38,688.00	2
Starke	\$38,449.75	3
Lake	\$36,710.83	97
Clay	\$36,692.50	3
Adams	\$36,543.00	3
Hendricks	\$36,377.99	6
Floyd	\$36,158.57	7
Carroll	\$36,123.75	2
Switzerland	\$36,064.60	9
Union	\$36,016.50	2
Madison	\$35,940.11	19
Wayne	\$35,904.38	8
Laporte	\$35,834.00	13
Blackford	\$35,782.50	2
Martin	\$35,782.50	2
Tipton	\$35,782.50	2
White	\$35,675.25	2
Orange	\$35,639.50	3
Warrick	\$35,549.58	6
Randolph	\$35,433.67	3
Jefferson	\$35,427.60	10
Pulaski	\$35,207.25	2
Grant	\$35,093.50	11
Elkhart	\$35,049.35	24
Saint Joseph	\$35,022.39	33
Jasper	\$34,911.50	3
Noble	\$34,890.70	5
Bartholomew	\$34,758.75	10
Henry	\$34,702.69	8
Washington	\$34,677.50	3
Kosciusko	\$34,649.33	6
Decatur	\$34,633.30	5
Vermillion	\$34,608.17	3
DuBois	\$34,577.30	5
Howard	\$34,528.00	9
Vigo	\$34,521.88	17
Marshall	\$34,445.67	6
Wells	\$34,445.67	3
Huntington	\$34,375.25	4
Boone	\$34,331.92	6
Perry	\$34,268.00	4
STATE OF INDIANA	\$34,264.56	917
Vanderburgh	\$34,246.73	22
Knox	\$34,140.17	6
Ripley	\$34,126.00	6
Daviess	\$34,116.88	4
Porter	\$34,068.27	11
Hamilton	\$34,045.70	5
Pike	\$34,025.88	4

County	Average Salary	# of Caseworkers
Sullivan	\$33,986.88	4
Ohio	\$33,982.00	6
Dearborn	\$33,929.07	7
Fulton	\$33,830.88	4
Brown	\$33,822.75	2
Gibson	\$33,768.43	7
Fayette	\$33,753.42	6
Allen	\$33,726.33	48
Monroe	\$33,639.45	16
Owen	\$33,613.13	4
Posey	\$33,579.00	2
Johnson	\$33,564.23	11
Delaware	\$33,487.97	27
Clark	\$33,479.60	18
Scott	\$33,470.36	7
Putnam	\$33,459.40	5
Lawrence	\$33,450.63	8
Marion	\$33,291.47	172
Fountain	\$33,286.50	2
Franklin	\$33,286.50	2
Jay	\$33,286.50	2
Whitley	\$33,286.50	1
Wabash	\$33,190.08	6
Shelby	\$33,156.50	6
Cass	\$33,119.13	4
Crawford	\$33,061.60	5
Harrison	\$32,995.08	6
LaGrange	\$32,985.88	4
DeKalb	\$32,912.29	7
Greene	\$32,885.67	6
Rush	\$32,885.67	3
Jackson	\$32,787.63	8
Miami	\$32,784.70	5
Clinton	\$32,580.17	6
Jennings	\$32,562.00	8
Hancock	\$32,484.83	3
Steuben	\$32,101.64	7
Montgomery	\$32,099.44	8
Benton	\$32,084.00	1
Morgan	\$31,691.11	9
Tippecanoe	\$31,339.21	20
Warren	\$28,177.50	2

Exhibit 6: Average Salary of the Supervisors By County

County	Average Salary	# of Supervisors
Pike	\$46,020.00	1
Hendricks	\$45,766.50	1
Madison	\$45,558.50	3
Knox	\$45,103.50	1
Carroll	\$44,811.00	1
Warrick	\$43,953.00	1
Daviess	\$43,933.50	1
Clinton	\$43,914.00	1
Perry	\$43,485.00	1
Ripley	\$43,095.00	1
Switzerland	\$43,036.50	1
Greene	\$42,978.00	1
Hancock	\$42,978.00	1
Jennings	\$42,939.00	1
Grant	\$42,870.75	2
Montgomery	\$42,841.50	1
Orange	\$42,627.00	1
Howard	\$42,566.16	2
Fulton	\$42,315.00	1
Whitley	\$42,315.00	1
Saint Joseph	\$42,237.00	5
DeKalb	\$42,217.50	1
Crawford	\$42,198.00	1
Bartholomew	\$42,178.50	1
Clark	\$42,178.50	2
Henry	\$42,178.50	1
Jefferson	\$42,178.50	1
Johnson	\$42,178.50	1
Lawrence	\$42,178.50	1
Rush	\$42,100.50	2
Martin	\$41,808.00	1
Ohio	\$41,671.00	1
Huntington	\$41,632.50	1
Cass	\$41,476.50	1
Sullivan	\$41,437.50	1
Harrison	\$41,359.50	1
Wayne	\$41,242.50	4
LaGrange	\$41,145.00	1
DuBois	\$40,969.50	1
Floyd	\$40,911.00	1
Dearborn	\$40,852.50	1
Laporte	\$40,706.25	4
Monroe	\$40,536.17	3
STATE OF INDIANA	\$40,420.18	165
Delaware	\$40,365.00	3
Fayette	\$40,342.12	1
Adams	\$40,111.50	1
Lake	\$40,079.00	30
Elkhart	\$40,053.00	1
Marion	\$40,038.19	28

County	Average Salary	# of Supervisors
Jay	\$39,955.50	1
Allen	\$39,816.10	7
Porter	\$39,682.50	2
Randolph	\$39,156.00	1
Vigo	\$38,889.50	3
Newton	\$37,947.00	1
Pulaski	\$37,947.00	1
Wells	\$37,947.00	1
Vanderburgh	\$37,929.36	7
Fountain	\$37,342.50	1
Jackson	\$37,323.00	1
Gibson	\$37,186.50	1
Jasper	\$37,186.50	1
Marshall	\$37,186.50	1
Miami	\$37,186.50	1
Starke	\$37,186.50	1
Shelby	\$36,920.00	1
Steuben	\$36,796.50	1
Tippecanoe	\$36,734.36	2
Decatur	\$36,282.22	1
Morgan	\$36,282.22	1
Warren	\$36,103.00	1
Clay	\$33,969.00	1
Putnam	\$33,286.50	1